

**Youth  
Opportunities Summit**

**Summary Report**



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## BACKGROUND

### Context

The Jobs Board Secretariat was established to support the Jobs Board and its mandate to foster a jobs and economic growth agenda for New Brunswick. The opportunities-based economic development model is based on the idea that the competition for business investment and for highly ambitious entrepreneurs and talent has never been as high as it is today. We need to identify and align our resources to develop tangible, highly valuable and profitable opportunities that will attract investment from local businesses, communities, ambitious new entrepreneurs and multinational firms.

In order to ensure that we are considering the largest range of potential opportunities for NB's growth, the JBS has organized a series of Opportunities Summits around the province, between late September and March 2016, in partnership with Opportunities NB (ONB) and lead departments.

### Summit Objectives

- Identify feedback on barriers and challenges for youth to inform policy and programs
- Identify ways to increase youth participation in entrepreneurship and the workforce
- Participants had a positive experience and felt their contribution mattered
- Participants felt heard

### Summit Agenda and Participants

On January 29th from 1pm-5pm at the Lily Lake Pavilion in Saint John, over 85 stakeholders gathered to discuss the challenges and opportunities related to youth accessing the workforce and entrepreneurship. For a full list of attendees see Appendix A.

1:00pm	Welcome and Mingle
1:10pm	Welcome Remarks Minister Francine Landry – Minister Responsible for Post-Secondary, Education, Training and Labour
1:15pm	Premier Gallant's Remarks
1:30pm	Welcome and Introductions – Susan Holt – NB JOBS Board
1:35am	Greg Hemmings – Millennial Dream
1:55pm	Group Discussion – What are the challenges for youth to access the workforce and entrepreneurship opportunities?
3:00pm	Group Discussion – What are the opportunities for youth to succeed in the workforce and entrepreneurship?
4:40pm	Premier Gallant Remarks
5:00pm	Next Steps and closing



## OPPORTUNITIES

Participants were divided into 15 tables of 6 and were given 40 minutes to discuss challenges youth face when trying to access the workforce and entrepreneurship opportunities. They were then asked to choose the top three challenges and present them to the larger group.

### **What are the challenges for youth to access the workforce and entrepreneurship opportunities?**

Those challenges are outlined below:

#### **Disconnect with Labour Market (9 tables mentioned this topic)**

- Lack of communication and accessible Labour Market Information (LMI) to students and educators
- Many jobs not posted
- Difficulty job matching and collaboration
- Entry level job requirements are too high
- Lack of open minded employers willing to hire youth and new comers
- Transition between high school, post-secondary and work is tough
- Many jobs in our province at unknown among youth
- Existing jobs are stimulating

#### **Entrepreneurial Mindset (6 tables mentioned this topic)**

- Mindset change – making a job vs. getting a job
- Need for a culture of entrepreneurship
- How to market yourself (professional development, mentorship, connect)
- Lack of financial literacy
- Lack of connectivity between our youth and the larger eco-system of role models, mentorship and inspiration
- Funding new ideas and making a jump to market

#### **Disconnect with Education (5 tables mentioned this topic)**

- Entrepreneurial skills not being taught in public school – support and knowledge for teachers, new revamped curriculum, this is helpful even if you don't go on to create a business
- Empower and introduce innovation and entrepreneurship at young age and be more hands on
- Education not connecting to enterprises
- Lack of relevancy between education and employment
- Unprepared youth due to an outdated education system

#### **Entrepreneurial Support (5 tables mentioned this topic)**

- Communication and awareness – programs and grants lengthy process to apply
- Lack of access to resources – need to take advantage of mentorship and networking
- Need for a mentor, teacher, coach to have those hard conversations and open doors
- There is a lack of resources to support youth wanted to open a business
- Lack of resources and knowing where to find resources that exist

**Student Debt (5 tables mentioned this topic)**

- Affordability of post-secondary – global experience through education
- Debt blocking education – rising costs
- Debt is a barrier to entrepreneurship
- Reduce the financial burden on students
- Student loan debt is a barrier to entrepreneurship and seeking meaningful employment

**Experiential Learning (5 tables mentioned this topic)**

- Lack of experiential learning and entrepreneurship
- Need for experiential learning – i.e. co-op placements, internships to build experience for future career for entrepreneurs and students
- Lack of access to business – mentorship programs, co-ops, internships, apprenticeships
- Lack of experiential learning opportunities (i.e. co-ops and internships) including for youth at risk

**Soft Skills Training (4 tables mentioned this topic)**

- Relevant education – reactive vs. proactive
- Youth don't fully know their competencies, their networks, etc.
- Need for greater emphasis on developing soft skills
- Essential skills – document use, team player, numeracy, hard/soft skills

**Other (each of these was mentioned at one table)**

- Succession planning – for youth to take over existing businesses
- Language as a barrier – bilingualism required for many jobs
- To promote bilingualism as an advantage
- Lack of accessibility to good quality childcare
- Family expectations and pressures
- No trades in schools
- Lack of guidance in high school
- Risk averse
- Rural access to mentorship
- Barriers for women to enter the trades
- Transportation and transit

## What is working now and what needs to happen next?

Groups were divided by the major themes identified above and asked to discuss that is working currently to help address this challenge and what needs to happen next?

### Challenge – Disconnect with Labour Market

#### What is happening now?

- Partnership with industry
- We have the programs
- Essential Skills in French schools
- Networking in schools
- Co-op programs
- Interview simulation for all disciplines
- School orientation it is ok right now but could be better
- Youth Employment Fund
- Internships

#### What needs to happen next?

- Build on relationship with industry
- Awareness on labour force at a younger age (agriculture & technology)
- Awareness about programs not a lot of people know about them
- Use social media for awareness about different programs (YouTube videos, Facebook)
- Find a way to attract people from other provinces into coming to NB
- Think globally be innovative. There is always a place to improve
- Essential skills training in all schools
- School volunteers to add to the curriculum
- More engaging orientation
- Internships connected to related field
- Promote existing programs (updated to 2016 i.e. Facebook)
- Include a course in school “getting work ready”
- more interview simulations

### Challenge – Entrepreneurial Mindset

#### What is happening now?

- Connexion Works
- Pond-Deshpande Centre (PDC)
- Propel
- Planet Hatch
- Venn

#### What needs to happen next?

- More emphasis on Lean Canvas Business Model vs business plan
- Entrepreneurial skills are as ubiquitous in education as reading, writing, and math – start younger
- More co-working spaces and meeting rooms

<ul style="list-style-type: none"> <li>▪ Youth Entrepreneurship Challenge</li> <li>▪ Brilliant Labs</li> <li>▪ Gaia Project</li> <li>▪ Place aux compétences (PAC)</li> <li>▪ Pitch competitions</li> <li>▪ Accelerators</li> <li>▪ Capital</li> <li>▪ Mentorship</li> <li>▪ Willingness to help</li> <li>▪ Connectivity</li> <li>▪ Junior Achievement</li> <li>▪ Networking</li> <li>▪ SEED</li> </ul>	<ul style="list-style-type: none"> <li>▪ More access to lending despite having student loans and bad credit from being young</li> <li>▪ More open access to acceleration (mentorship, knowledge transfer, access to capital)</li> <li>▪ Wider range of awareness</li> <li>▪ Communicate the importance of networking at a young age</li> <li>▪ Encourage and value entrepreneurship within the schools</li> <li>▪ Not “What do you want to do when you are older?” but “What changes do you want to make when you are older?”</li> <li>▪ More entrepreneur classes/options in high school</li> <li>▪ Entrepreneurship camps for youth</li> <li>▪ Better communication about funding</li> </ul>
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<h3 style="text-align: center; color: #E67E22;">Challenge – Disconnect with Education</h3>	
<p><b>What is happening now?</b></p> <ul style="list-style-type: none"> <li>▪ Place aux compétences (PAC)</li> <li>▪ Agent communautaires (French schools)</li> <li>▪ Personalized soft and hard skills to prep high school students for post secondary and labour market</li> <li>▪ PCE: Programme des compétences essentielles</li> <li>▪ PCEMT: Programme des compétence essentielles au marché du travail</li> <li>▪ Inspire NB – career cruising – coaches, companies, activities</li> <li>▪ Teen Apprenticeship Program (NBTAP)</li> <li>▪ Co-op programs</li> <li>▪ Workrooms</li> <li>▪ Youth Entrepreneurship Challenge (YEC)</li> <li>▪ Bridging opportunities between colleges and universities</li> </ul>	<p><b>What needs to happen next?</b></p> <ul style="list-style-type: none"> <li>▪ PAC stronger in French schools and a PAC program for the English schools</li> <li>▪ More guidance councilors in schools</li> <li>▪ Prioritize awareness of guidance/mentorship/scholarships for students (more flexibility for learning opportunities)</li> <li>▪ More tech in schools</li> <li>▪ Company tours for educators</li> <li>▪ Labour Market Information (LMI) training for educators</li> <li>▪ More sharing of best practices between French and English braches</li> <li>▪ More experiential learning opportunities</li> <li>▪ More awareness of the programs and resources available to students</li> <li>▪ More connection between education and</li> </ul>

<ul style="list-style-type: none"> <li>▪ Good co-op opportunities in high school and university</li> <li>▪ Take your child to work day</li> <li>▪ One Job Pledge – government funding helps students gain work experience</li> <li>▪ “Thinking outside the box” about traditional classroom setting = cool teacher</li> <li>▪ Increased funding for education</li> <li>▪ Brilliant Labs</li> <li>▪ More value on arts programs</li> </ul>	<p>business community (i.e. data sharing)</p> <ul style="list-style-type: none"> <li>▪ Make school and education more relevant</li> <li>▪ More exposure to work during school</li> <li>▪ User centered research and design by educational institutions, government policies, and programs</li> <li>▪ Mentoring opportunities</li> <li>▪ Advancing teaching methods</li> <li>▪ Less labeling of students</li> <li>▪ Arts are still not taken as seriously in the educational system</li> <li>▪ Discouragement when applying for arts programs</li> </ul>
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<h3 style="color: #E67E22;">Challenge – Entrepreneur Supports</h3>	
<p><b>What is happening now?</b></p> <ul style="list-style-type: none"> <li>▪ Venn Garage</li> <li>▪ Planet Hatch</li> <li>▪ Propel</li> <li>▪ Youth Entrepreneurship Challenge (YEC)</li> <li>▪ Places aux compétences (PAC)</li> <li>▪ Junior Achievement (JA)</li> <li>▪ Shad</li> <li>▪ Brilliant Labs</li> <li>▪ Immersion</li> <li>▪ Peers</li> </ul>	<p><b>What needs to happen next?</b></p> <ul style="list-style-type: none"> <li>▪ Entrepreneurial classes create program awareness – more cross sections with schools</li> <li>▪ Travelling road show sharing experience</li> <li>▪ Learn from entrepreneurs and people that have gone through the programs</li> <li>▪ Make Brilliant Labs and PAC mandatory in every school <ul style="list-style-type: none"> <li>○ Invest in curriculum, make current &amp; community stories</li> <li>○ Invest in training teachers/SMEs</li> </ul> </li> <li>▪ Mentorship stigma – share information, share experiences, avoid pitfalls</li> <li>▪ Better information availability</li> <li>▪ Synergy/coordination of services for entrepreneurs</li> <li>▪ Program parameters/criteria need to be clear</li> <li>▪ Network of entrepreneurs to navigate the maze of funding</li> </ul>

### Challenge – Student Debt

<p><b>What is happening now?</b></p> <ul style="list-style-type: none"> <li>▪ Scholarships</li> <li>▪ Trade and skills development</li> <li>▪ Timely completion benefit</li> <li>▪ Repayment assistance programs</li> <li>▪ Removal of parental income assessment from loans</li> <li>▪ SEED program, other experiential learning opportunities</li> </ul>	<p><b>What needs to happen next?</b></p> <ul style="list-style-type: none"> <li>▪ Better financial literacy in the school system</li> <li>▪ More tax breaks for students (groceries, housing, etc.)</li> <li>▪ Government grants (particularly for low income students)</li> <li>▪ Raise minimum income required before start paying down debt</li> <li>▪ Interest free student loans</li> <li>▪ Better experiential learning opportunities (in-study and summer income assessment eliminated)</li> <li>▪ Reform financial aid program</li> <li>▪ Guaranteed employment programs</li> </ul>
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<p><b>Challenge – Experiential Learning</b></p>	
<p><b>What is happening now?</b></p> <ul style="list-style-type: none"> <li>▪ Experiential Learning in the business faculty</li> <li>▪ Co-op programs in high school</li> <li>▪ Youth Employment Fund</li> <li>▪ Chat to the future</li> <li>▪ Teen Apprenticeship Program (NBTAP)</li> <li>▪ Code Kids</li> <li>▪ Youth Entrepreneurship Challenge (YEC)</li> <li>▪ PALS</li> <li>▪ Girls Learning Code</li> <li>▪ Ladies Learning Code</li> <li>▪ One Job Pledge (not working 100%)</li> <li>▪ Shad valley</li> <li>▪ Duke of Edinburgh</li> <li>▪ Emphasis on volunteering</li> <li>▪ Youth Entrepreneurship Summit (YES)</li> <li>▪ Forest Schools</li> </ul>	<p><b>What needs to happen next?</b></p> <ul style="list-style-type: none"> <li>▪ Expand to other faculties beyond business (i.e. arts!)</li> <li>▪ Revamp the SEED program</li> <li>▪ Summer co-ops</li> <li>▪ Paid internships/labour protection</li> <li>▪ Better communication plan for opportunities</li> <li>▪ Different/varying times for opportunities</li> <li>▪ Take your kid to work day – expand and support</li> <li>▪ French schools have entrepreneurial programs, English schools lacking</li> <li>▪ Consultation with stakeholders (universities, colleges, private sector)</li> <li>▪ Lobby group for youth specifically</li> <li>▪ Provincial intern protection associations?</li> <li>▪ How do we ensure broadbased value for experiential learning</li> <li>▪ Appropriate support for mentors</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Early messaging – co-op availability in high school</li> <li>▪ Improve One Job Pledge</li> <li>▪ More job shadowing</li> <li>▪ More career matching/mentors Planet Hatch model</li> <li>▪ More awareness on Inspire NB job coaches</li> <li>▪ Vocational schools</li> <li>▪ More programs that follow Renaissance College model of experiential learning soft skills and practice</li> <li>▪ More open door employers – once a year all businesses open their doors for students to visit</li> </ul>
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<p><b>Challenge – Soft Skills Training (social, practical, behavioral skills and emotional intelligence)</b></p>	
<p><b>What is happening now?</b></p> <ul style="list-style-type: none"> <li>▪ Learn (learn &amp; apply) vs. taught – by picking up habits and personality traits</li> <li>▪ Hands on learning</li> <li>▪ Volunteering – building on experiences</li> <li>▪ Sports and organized activities</li> <li>▪ Family and community</li> <li>▪ Programs (SEED, Youth Employment, Wallace McCain)</li> </ul>	<p><b>What needs to happen next?</b></p> <ul style="list-style-type: none"> <li>▪ Having the conversation with youth to help them focus on what they want to learn</li> <li>▪ More mentorship required – having people who believe in you and provide you with these soft skills learning experience</li> <li>▪ Educating youth on volunteering opportunities (identifying the skills you gain from these experiences)</li> <li>▪ Employers to identify soft skill requirements and share with teachers to start teaching in schools)</li> <li>▪ Identifying organizations who are doing it well and leveraging that</li> <li>▪ Continuing with hands on learning</li> </ul>

## LESSONS LEARNED

This summit was the fifteenth in a series of sector specific Opportunity Summits throughout the province therefore much was learned to improve for the future summits:

### What went well

- Great turnout despite bad weather
- Great food and venue
- Word cloud was well received and a great way to express common themes of aspects participants appreciate about NB

### What could be improved

- More open brainstorming to hear about opportunities for youth from the participants
- Engage youth in larger discussion about the future economy they envision
- More timely post-summit report generation
- More first nations participation

## **NEXT STEPS**

### **Summit Survey**

Following the summit a survey was sent to the participants to collect additional input on the ideas discussed and the event itself. This feedback helps us to assess which discussions resonate beyond the summit, as well as to continue to improve future summits.

### **Summit-Specific Report**

Following each summit a report of the ideas generated (this document) and participant feedback (Appendix C) is shared with all participants following the summit.

### **All-Summits Report**

After the full series of summits have been completed a final report will be prepared and shared with all summit participants. This is meant to provide visibility of the ideas generated from other summits and to highlight common themes related to the opportunities.

### **Early Opportunities**

The Jobs Board Secretariat plans to identify and advance initial opportunities coming from the summits in partnership with Opportunities NB and lead departments, and to test the opportunities-model of economic development using the 5-policy pillar structure on these early opportunities. We will also identify opportunities that would benefit from further study and those that government is not well-positioned to lead, and share this assessment with the community of participants and interested New Brunswickers.

### **Implementing Policy Conditions for Growth**

Finally, with your help, we will identify the best growth opportunities for New Brunswick. The Jobs Board Secretariat will coordinate the formation of cross-departmental teams, the development of opportunity plans and measures, and assist in the implementation of the necessary policies to create the conditions growth. GNB will then track the progress and outcomes of these efforts and report those findings.

### **Future Summits**

Consideration is being given to hosting follow-up summits in 2016 and early 2017 to explore whether this approach is demonstrating early results, discuss how it could be improved, and what has changed with the opportunities for NB's economic growth.

## APPENDIX A: ATTENDEES

Name / Nom	Organization
Althea Arsenault	ESIC
Amélie Ferron-Roussel	
Andrew Lockhart	Entrepreneurship Centre (UNB)
Anne Doiron	Education et Développement de la petite enfance
Annie Sherry	Mt. Allison Student Union
Barb Day	SJ Human Development Council
Barry Bisson	SHAD Valley
Beth Horgan	EECD (Anglophone sector)
Bill Patrick	PETL
Brittany Cormier	
Calvin Milbury	Fondation de l'innovation du NB/ NB Innovation Foundation
Cathy Wright	Living Saint John
Christopher Sonier	
Christopher Watson	
David Alston	Brilliant Labs
David Boudreau	CCNB Membre étudiant du Conseil
Debbie Lord	Saint Andrews Youth Centre
Deborah Cross	Student Union President of NBCC
Don Hemmings	Hemmings House
Dominique Babineau	Secrétariat à la jeunesse d'Edmundston
Donna Cormier-Pitre	
Emile Couturier	
Emilie Chiasson	
Emma Jamieson	Hemmings House
Ethan Cochrane	Youth
Greg Hemmings	Hemmings House
Guillaume Deschênes-Thériault	
Harrison Teed	Pristine
Harry Daley	Saint John Learning Exchange
Isabelle Doiron	
Jack McCrossin	student
James MacDonald	
Jeannot Ouellette	Dieppe House/ Maison des jeunes
Jennifer Brown	YMCA- Youth SJ
Jessica Kennedy	Inspire NB
John Quimby	
Joni Lanteigne	Restigouche Youth
Jordan Paul-Fontaine	Youth Representative
Jordan Tracey	UNBSJ Student Council

Name / Nom	Organization
Josée Cooper	
Judy Freeze	SD
Karen Murdock	International Business and Entrepreneurship Centre (UNB)
Karina Leblanc	Pond-Deshpande Centre
Katie Davey	UNB Student Council
Kelly Evans	Community Foundation
Kelsey Hogan	Pond-Deshpande Centre Student Business Ambassador
Laura Aubie	Bathurst Youth Centre des Jeunes Inc
Linda MacDonald	ACOA
Linda Porter	4-H Clubs of New Brunswick
Lindsay Handren	NB Student Alliance
Louise St. Laurent	
Makayla Mannet	
Mark Anderson	
Mathieu Lemieux	Association Générale des étudiants et étudiantes de L' de M- Campus d'Edmundston
Megan Thelosen	Hemmings House
Melanie Harte	Hemmings House
Michele Lodge	Enterprise Saint John
Moncef Loukas	NB Multicultural Council
Monica Champerlain	BCAPI
Nari Kuikel	
NATASHA DHAYAGUDE	Planet Hatch
Natasha Gallant	Miramichi Youth House
Nick Scott	NB Social Policy Research Network
Oscar Tecu	
Pascal DeGrace	Youth Entrepreneur
Pascal Haché	Fédération des étudiants et étudiantes du Centre universitaire Moncton
Patricia Bonneau	EECD (Francophone sector)
Rachel Barry	St. Thomas University Student Council
Rachel Van Wart	Duke of Edinburgh's International Award
Ries Van Beek	Enterprise Saint John
Roger Blanchard	Réseau des Complexes Jeunesse Multifonctionnels dans la Péninsule Acadienne (RCJM-PA)
Roxane Fruytier	
Saa Gbongor	Newcomer Youth Arts Programs Developer
Sally Ng	Planet Hatch
Samuel Desjardins	Youth Representative
Samuele Acca	Fédération des étudiants et étudiantes du Centre universitaire Moncton
Sara Abdessamie	Loran Scholarships
Sarah Doucet	Social Development
Sarah Short	Youth Entrepreneurship Challenge

Name / Nom	Organization
Scott Brooks	NBCC Investment Management
Shannan Power	
Shona Thibodeau	La Maison des Jeunes L'acAdo
Susan Ready	Theatre NB
Suzane Arseneault	Avenir Jeunesse
Taylor Smith	
Theresa Murray	ONB
Tiffany Brown	PETL
Tim Fox	Fredericton Community Foundation
Topher Kingsley-Williams	Ongozah
Tracey Paul Kirkpatrick	21 Inc alumni
Trevor Georgie	Youth Representative
Vanessa Paesani	21 Inc
Zachary Dickinson	Entrepreneurship Centre (UNB)

GNB Participants	
Premier Brian Gallant	
Hon. Minister Francine Landry	PETL
Hon. Minister Ed Doherty	Government Services
Tom Mann	PETL
Dan Mills	PETL
Guy Lamarche	PETL
Paul Graham	PETL
Mike Quinn	PETL
Nathalie Bosfet	PETL
Natalie Thomson	PETL
Molly Cormier	PETL
Susan Holt	JBS
Hemant Kumar	JBS

## APPENDIX B: PARTICIPANT FEEDBACK

Surveys sent – 52

Responses received – 26 (50%)

*Our objectives for the Youth Opportunities Summit were:*

### Information Gathering

- Identify barriers and challenges to youth participation in the workforce and entrepreneurship
- Identify ways to increase youth participation in the workforce and entrepreneurship

### Participant Experience

- Participants had a positive experience and their contribution mattered
- Participants felt heard

*Nos objectifs pour le sommet sur les possibilités économique des jeunes ont été :*

### Collection des idées

- Identifier les obstacles et les défis de la participation des jeunes a l'entrepreneuriat et la main d'oeuvre
- Identifier des moyens d'augmenter la participation des jeunes a l'entrepreneuriat et la main d'oeuvre

### Expérience des participants

- Participants ont eu une expérience positive
- Les participants se sentent entendus

Answers are presented in the language they were submitted. / Les réponses sont fournies dans la langue qu'ils ont été reçu.

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### **Q1. Which opportunity discussed most interested you?/ Quelle opportunité discuter vous intéresse le plus ?**

#### Theme – Entrepreneur Supports / soutien à l'entrepreneuriat

“Esprit entrepreneurial”

“youth entrepreneurship”

“Discussing the various opportunities for youth to succeed in the workforce/entrepreneurship”

“Barriers and challenges to youth participation in workforce and entrepreneurship”

“Entrepreneurship”

“Entrepreneuriat”

“Ways to improve entrepreneurship in schools”

#### Thème – Marché du travail / labour market

« La différence entre le marcher du travail et les centres du savoirs »

“Barriers to entering the labour market”

“Labour Market Information”

“Discussion of challenges youth face re: entering the workforce here in New Brunswick. Fellow participants highlighted several challenges that I had previously not considered or given much thought to.”

“connecting the youth to jobs in the province”

#### Theme – Experiential learning / apprentissage expérientiel

« La réforme en éducation pour permettre au jeune d’être plus prêt lors de leur arrivé sur le marché du travaille »

Experiential Learning x2

#### Other / Autre

“The initial conversations around the major issues”

« The identified challenges x2 »

« les compétences douces »

« J'ai bien aimé les échanges que nous avons eus entre les participants. Nous vivons souvent les mêmes défis d'une région à une autre, peu importe l'emploi que nous occupons. »

“Tuition fees”

“I found all of the topics interesting, as they were all relevant”

“I really enjoyed the table work and brainstorming of ideas.”

“Table work, provided great insight and possible solutions”

“Discussion on vision for NB and how youth fit into this”

“Self selected table discussion”

“La dette étudiante”

“Youth retention and attraction”

### **Q2. How do you feel that your contributions were heard?/ Comment pensez-vous que vos contributions ont été entendues ?**

Not at all / Pas du tout – 0%

A bit / Un peu – 38%

A lot / beaucoup –42%

Completely / Complètement – 19%

### **Q3. L'élément le plus important que j'ai retenu suivant le sommet est : / My biggest take-away from the Summit was:**

#### Theme - Commonality of experience, need to work together / Points commun, besoin de travailler ensemble

“Other people have the same issues as I do.”

“Effective problem solving requires working with others.”

« L'occasion était une prise de conscience en soit, même s'il n'y aura pas tous les impacts discutés. C'est bon de réunir des gens pour rêver - il y a tellement de possibilités! »

« que nous sommes une belle province et que les objectifs sont communs »

“There are a lot of people who are determined to make NB the best place to live. We all need to work together to make sure it happens.”

“That there is an incredible number of youth and persons working with youth in this province that genuinely want to make New Brunswick the "place to be" for youth. At the same time, however, there was a prevailing sentiment that government was not aware enough of the issues at hand nor doing enough to assist them in their efforts.”

“The consistent challenges and solutions from all voices (student, employer, teacher, etc..)”

#### Thème – le gouvernement se préoccupe / Government cares

« Le Gouvernement se préoccupe de l'exode des jeunes et souhaite apporter certains changements pour les aider à demeurer au NB. »

« La volonté du gouvernement de consulter et d'intégrer les jeunes dans la prise de décision. »

“biggest take away was that, the Premier come back, to re-emphasize on all specifics that he gathered, I think that was great”

« Le gouvernement est ouvert à nous écouter »

#### Theme - Need for communication / l'importance de communication

« Il y a beaucoup de chose qui fonctionnent bien, mais on a besoin de plus de communication. »

“Finding more ways to connect the entrepreneurial ecosystem with middle and high school students.”

“NB has resources, but they are not well known around the province.”

« Plusieurs programmes qui sont peu connus dans la province »

#### Thème – Dette étudiants, accès égal / Student Debt, equal access

“we need to ensure equal opportunity for all students to have a chance to discover and experience the benefits of being entrepreneurial. youth crave info/experiences; we just need to feed them, efficiently.”

“Student debt is significant barrier for students to engage in entrepreneurship. Not enough of the programs/education system is designed around the user.”

“Youth are so in debt that they can't risk the entrepreneur route for fear of more debt.”

#### Other / Autre

« Qu'à une table ronde les premières minutes sont souvent non productives. »

“There can be opportunity in New Brunswick. We have to work harder to achieve it.”

“How amazing and collaborative our province is! “

“We have very competent/engaged youth in NB.”

“There are so many awesome people in NB.”

“Remain hopeful for our province.”

“Strategies to develop the full potential of youth are critical to the long term social and economic vibrance of NB”

“Greg Hemmings”

“Youth need active hands on learning opportunities to engage in their learning.”

« Les différentes idées apportées suite aux discussions de groupes. »

“Hope”

“There are ways to improve and inspire others”

**Q4. S'il vous plaît évaluer les éléments suivants du sommet / Please rate the following elements of the summit:**

	unsatisfactory / insatisfaisante	neutral / neutre	good / bon	great / excellente
Venue/ Lieu	4%	15%	19%	62%
Timing/Calendrier	4%	8%	28%	60%
Refreshments/Nourriture	0%	0%	46%	54%
Faciliator/Animateurs	0%	0%	54%	46%
Agenda/Ordre du jour	4%	12%	54%	31%

**Comments / Commentaires**

« Organisation très claire et plaisante. »

“Well organized and professionally run! I liked the one word introductions”

« merci vous étiez bien préparé »

« J'aurais souhaité que cette activité soit de 10h à 14h30. Cela évite le retour dans la noirceur, surtout en cette journée de tempête. »

« Question 1: Nous avons manqué la dernière partie de l'événement et la question parlais d'opportunité discuter mais nous n'avons pas fait partie de discussion sur des opportunités. Belle initiative, adoré les tables anglaises, françaises et bilingues. »

“There was more work and less talk at this summit than at the tourism summit and I appreciated this. I felt as though we accomplished a lot at this summit.”

“I think it was all great, and they led the information very well. The only thing i did not like much from Jason ( the facilitator). He mentioned that his favorite table was the bilingual table. This made some of the youth that i came with, uncomfortable a little bit. Most speak many other languages, but not French. But overall, everything was great, and i felt all our time was well spent.”

“Great Summit! Very well organized”

“Preferred the format of earlier summits, e.g. longer day, more time for discussion, as well as lunch period for networking. The Youth Opportunities Summit seemed cut short (even more so with the bad weather).”

“Everything was great. Probably my only suggestion would be to do the name / one word intros at the table and not the entire room (time saver)”

“I think money could have been better spent. There could have been a cheaper venue option.”

« J'aurais aimé avoir du temps pour discuter avec le premier ministre »

**Q5. The best part of the Summit was / La meilleure partie du sommet a été :**

Theme - Discussions

« Les discussions et le réseautage »

« La discussion sur les possibilité pour le NB »

« Rencontrer et discuter avec des personnes dans le domaine entrepreneurial. »

“the brainstorming on solutions and hearing everyone's ideas”

“Les discussions entre tables”

“I liked the fact that you made us change tables each times so that we could meet new people networking with interesting and influential people”

« Les échanges »

« Les discussions en groupe »

“Group discussions”

“Being able to discuss openly.”  
“Discussing different ideas with people”  
“the table discussions”  
« Le discours au début du premier ministre Gallant. »  
“The conversation I had with students/youth.”  
“discussions with others about the topics of entrepreneurship”  
“Connecting with other youth and persons dealing with you from various sectors across New Brunswick; sharing of ideas.”  
“Connecting with like-minded individuals.”  
“People in the room (student reps, entrepreneurs, etc)”

#### Other / Autre

“The diversity”  
« ce que l'on pense de la province »  
« the final presentations from all the tables, from their various discussions; that was amazing”  
“Sharing each of the tables ideas by presenting them”  
“Interacting with the young people, getting their view on what they perceive as the challenges of our province.”  
“Hearing about some of the opportunities/supports available in the province “  
“The thoughtful participation of young leaders”  
“Seeing the feedback reach the Premier and Ministers directly”  
« Les résultats des suggestions »  
“Gaining insight on the challenges facing youth and their thoughts on addressing them.”

#### **Q6. The least valuable part of the Summit was / La partie la moins utile du sommet a été :**

##### Theme – présentations trop longue / lengthy presentations

« La présentation des noms de tout le monde, la quantité rendait difficile de s'en remémorer d'un (nom) qu'on voulait se souvenir. »  
« trop longue présentation en fin de journée »  
« La présentation de Greg Hemmings »  
“Politicians speaking”  
“The film presentation in the beginning was great, but i felt it too long.”  
“A lot of talking at the beginning.”  
“presentation at the start”  
“The Hemmings presentation was not as inspiring as I expected. I have witnessed him doing a much better job. Perhaps he didn't have enough time.”  
“Name intros”  
“the presentation on does NB support millennial dream”  
« Lorsque nous disions tous chacun notre tour un mot au micro. »  
« La présentation au début seulement en anglais »

##### Thème – logistics / logistique

“Could have definitely been longer.”  
“The snack breaks”  
“Late Friday afternoon summit out of town. :)”

“Too much time allotted to discussion periods (e.g. at individual tables); time could have been used more effectively, given a short day to begin with.”

“I think a full day would have allowed for a bit of more discussion”

“Too much time spent thinking about the questions.”

“I feel I wasn't able to give much value during the second half. I would have liked to switch tables.”

“The weather?”

#### Theme – None

Aucune x2

« Je n'en pense pas. »

#### Other / Autre

“I think that youth were extremely underrepresented at this summit. Although there is valuable information to gain from the other people who were there I feel that there should have been a lot more youth there. Also, many of the youth who attended were youth who were attending post-secondary. From what I noticed there were no youth there who were just working out of high school. They have struggles too and I don't think their voices would have been heard. There wasn't any talk about at-risk youth and what could be done to help them in terms of employment.”

### **Q7. Où aimeriez-vous voir le gouvernement concentrer ses efforts pour améliorer la participation des jeunes à l'entrepreneuriat et la main d'oeuvre? / Where would you like to see government focus their efforts to increase youth participation in the economy?**

#### Theme – Promotion of entrepreneurship / Educational reform

La promotion de l'esprit entrepreneur dans les écoles des un bas âge. (Par ex: Defi entrepreneurship Jeunesse.)

Reforme en éducation, programme plus concret d'ONB

Au niveau éducatif.

engrain the entrepreneurial mindset into the curriculum of our school system on mandatory basis, equip and train teachers, and present experiential learning opportunities to all students

Au niveau de l'Éducation, au développement des compétences essentielles afin que les jeunes aient un projet de vie-carrière et soient préparés pleinement à le réaliser. Meilleure formation scolaire. Cours d'entrepreneurship et d'innovation dans les écoles

No question K-12. More experiential learning in the classroom and outside, coding, entrepreneurship, innovation and creativity across the whole curriculum. If we do not significantly change the way we teach our youth in this 10 year plan, we are already lost economically for the foreseeable future. That is THE most important undertaking that government is involved in at the moment. We MUST get that right!

entrepreneurship curriculum

Continue to invest in early education and experiential learning opportunities during secondary education

Focus on support for youth in entrepreneurship

Supporting programs like Co-op, entrepreneurship mentoring & opportunities for real world connections to education

Au niveau de l'éducation dans les écoles.

#### Theme – More connections, communication /

“I would like the government to focus on awareness. Finding new ways to connect with youth. “  
“Better, more relevant communication of upcoming industry opportunities and areas of growth.”  
“inspiring young entrepreneurs”  
“Programs designed WITH the user (youth/students)”  
“Educating them on the opportunities that exist in the province- Asking employers to have an "open door" policy where youth can check out different job options”  
“Because of my job (SHAD) I am proactive trying to make the case that the best and brightest young minds need to be nurtured and supported and stitched in to the NB innovation ecosystem before they finish high school.”  
“Pairing university graduates with jobs in their field of study”

#### Theme – economic development and retention /

Au mesures de rétention des jeunes, telle que des avantages de rester au NB  
ensuring that students graduating from post-secondary institutions are either capable of creating their own jobs, or are properly trained for the jobs that are available.  
Job creation in MEANINGFUL jobs (not minimum wage retail and service industry jobs).  
I would like to see the government support entrepreneurship and the arts; this will allow encourage the promotions for innovation, and will greatly help to increase our economy

#### Other

chez les très jeunes  
Reducing student debt.  
Les ressources financières  
Focusing on those most in need, particularly when it comes to awareness of the costs of - and ultimately, paying for - a post-secondary education; investing in need-based financial aid packages.  
They need to start reaching out to all demographics and socio-economic backgrounds. Those people need to be reached and be aware that it's not scary to participate.

### **Q8. What is something you can do to support the economic success of youth in NB?/ Que pouvez-vous faire pour aider à la croissance de l'intégration économique des jeunes à Nouveau-Brunswick?**

#### Thème – Rester / Stay

« insister les gens à demeurer au NB. Faire la promotion des programmes offerts au NB »  
“Stay in New Brunswick upon graduation.”  
“Rester au NB.”

#### Theme – Promote information to youth / promouvoir l'information aux jeunes

« Je pourrais présenter des opportunités à la jeunesse. »  
“champion entrepreneurship and help to create jobs”  
« Je fait la promotion de l'entrepreneuriat partout autour de moi. »  
« En appuyant les programmes qui seront mis en place dans le secteur de l'Éducation afin de les préparer à la réalisation de leur projet de vie-carrière, en développant leurs compétences essentielles. »  
“Helping spread the message about government programs that can aid youth with employment in New Brunswick. “  
“Continue to work to educate youth on the opportunities available to them in-province (e.g. grant and entrepreneurial programs), and government on the holes in its current policies and programs (e.g. student financial aid).”

“share information that I learned at the summit.”

“Provide accessibility for advice or networking opportunities”

“Share this experience with my students and colleagues and support / participate in new learning initiatives”

“Spread the word about the programs we currently have that could help youth succeed in this province”

« Recommander les programmes existants aux jeunes intéressés à se lancer en affaires »

“Continue sharing a positive message and outlook on NB and opportunities through my work, networks, and social circles.”

#### Thème – Continuer mes efforts / continue efforts

“Continue to work with RECODE: Collaborate”

« en continuant de faire de la sensibilisation »

« continue to work with youth determined to start their own business, be a mentor”

“For the past two years I have been working on building a partnership between government, private sector and academia to identify the brightest young minds in the province and connect them to the NB innovation ecosystem. I will continue to devote time and energy to this.”

“Continuer à travailler avec les jeunes et leur fournir le plus de ressources possibles pour pouvoir les aider. »

#### Other / Autre

« Continuer à lutter pour abaisser les frais de scolarité du secondaire afin de réduire l'endettement et la rendre plus abordable »

“Retire as soon as possible to make room for younger people in the workforce. We have far too many 60+ people working because they can't afford not to.”

“I strongly believe in the arts as a great sector for the development of our province”

“Having more co-op placements/programs- increases chances of youth staying in NB”

“There needs to be more talks - more information given earlier in our lives. The priority neighborhoods need to be focused on and help those youth have a better chance of succeeding.”

“Improve programs offered to the youth about entrepreneurship and work force training”

“Help facilitate a process of co-creation across sectors, stakeholders and users”

#### **Q9. Please share any other feedback you have on the Summit / Veuillez nous faire part d'autres commentaires que vous avez sur le sommet.**

#### Thème – Positive comments / commentaires positif

« Il était très agréable d'être là pour découvrir le sommet. »

“great initiative; look forward to implementing select ideas. Thanks”

« Overall good experience. »

« merci encore de nous avoir invité »

« J'ai bien aimé y participer. Ce fut très enrichissant et les discussions furent très intéressantes. »

“Really enjoyed the day. Hopeful that New Brunswick can be something great. “

“Great to see government facilitating these issues-based summits. Hoping that each results in a report and smart, evidence-based policies and action.”

“Thank you for creating this event. It was very inspiring.”

“I really enjoyed the interactive structure of the summit”

“J'espère que ce ne sera pas le dernier :) »

« excellent facilitation and great job making the effort to engage the public with these summits!”

### Theme – Broaden the youth representation

« Il en faudrait plusieurs, dans différente partie de la province. Plus de jeunes des écoles secondaires.”  
“I think there should have been more youth who are looking for "jobs" in the room. I saw a lot of entrepreneurial types, who come with a different mindset than most youth. This is great, but it skewed the discussion. Youth are leaving NB because there are not enough meaningful jobs for unilingual people. In Fredericton, the vast majority of "good jobs" require bilingualism, which is a HUGE barrier for most Fredericton youth. Entrepreneurs don't see this barrier. They are primarily operating in English only anyway. “

### Other

“Lets start to look at New Brunswick as a more diverse province, and our people speak more than two languages. Lets find ways to accommodate these, and break the language barrier. This will encourage more immigrants to stay in our province, and promote innovation. PS, I love New Brunswick”  
“It is not good enough to be passive with our brightest young minds and assume they will be successful anyway and will probably move away from NB. If you neglect them now they will neglect NB later.”  
“I think there was too much time spent on 2 topics. I only was able to talk about A. things that are lacking and B. experiential learning. I think there should have been less time at each topic to give room to go to different stations (speed dating style) to have more talk about each item. I am grateful to have had the opportunity to attend and love the idea of these.”